020.7
H354w

Hasse, Adelaide Rosalie

Women in libraries.

Return this book on or before the **Latest Date** stamped below. A charge is made on all overdue books.
University of Illinois Library

July 23, 48

MAR 14 2000

JAN 06 2000

M32

Journal of the Association of Collegiate Alumnae

VOL. XI—NO. 2 OCTOBER, 1917

WOMEN IN LIBRARIES

ADELAIDE R. HASSE

Chief of Economics Division, N. Y. Public Library

Of course it is about the possibilities for women in library work that the readers of the JOURNAL would expect a woman librarian to write. I always hesitate to discuss this subject because, while I am quite sure of my convictions, they do not happen to coincide with those of the majority of my colleagues. That it is expected of every one today and especially of the working woman to be efficient goes without saying. Just what the preparation should be that speeds up to this efficiency in library work is the subject about which many of my colleagues and I differ. They say there is nothing like training and I agree with them but we differ as to the kind of training. The graduates of the library schools today, I maintain, stop learning when they leave school. I am speaking of the average of course. Many below the average have never begun to learn. To attend lectures, even to pass an examination, does not necessarily imply the possession of the learning mind. A learning mind is not necessarily a learned mind, but a learning mind is what every library worker should have.

There is not in the library school curriculum of today sufficient specialization. A student may be utterly unfitted by temperament and taste to become a cataloguer, yet to secure her diploma she must give full time to this technical discipline. There is no discrimination on the part of the schools between the technical and the professional part of library work. It is the technical to which most weight is attached, but it is the professional work which makes the greatest demands upon the equipment of the worker and which requires qualifications far more unusual than does the technical work. Individuals responsible for the library school curriculum

seem not to realize that any careful person with ordinary natural faculties can be trained into a cataloguer. A reference or professional worker, on the other hand, is born, not made. This statement will not be admitted readily by librarians in general. But reference work is the one great undeveloped part of library work. It is that part having the most far reaching and worth-while possibilities.

The failure to appreciate the possibilities of professional library work, the unconscious, but nevertheless regrettable depreciation of this phase of the work, has without doubt been one of the prime causes in keeping library salaries for the rank and file as low as they are. The reader may examine Bulletin 25, 1915, of the United States bureau of Education, for a showing of the salaries paid to librarians. One or two positions there are which run into five figures. Of the four-figure salaries $8,000 is conspicuous, even the five-thousand-dollar salaries make a small group. The maximum for women is, I believe, $3,000. The salary group from $2,000 to $4,000 represents the group that does real work, the higher salaries being secured as often through favoritism as through any inherent ability.

The training to be obtained in the library schools as they are at present arranged is perhaps sufficient for those library activities with which the public does not come in direct contact. But fancy this situation. A corporation maintained for the sole purpose of doing business directly with the public is confined in the selection of its personnel largely to the output of schools whose curriculum is confessedly weakest in exactly those subjects most vitally required by the corporation. If specialization were practiced and encouraged not only would the incentive for individual effort be greater, but by raising the level of the specialties through this pressure from below, the level of the mass would be raised. The situation as it exists today presents a dead level of mediocrity. The inspirational reaction is almost entirely absent. With one or two exceptions I do not remember any unusual work being done by library school graduates. But it is difficult to see how an occupation, sought by the great majority of those engaged in it as a refuge rather than as a career, could be other than the grave it is.

As an illustration of the perverting effect of training for training's sake let me cite an incident which has just occurred in my division. A young woman with an excellent record in her library school as well as for subsequent actual service was recently transferred to my division. I congratulated myself and received

OED 7
H 254w

MCNEILL

the congratulations of my fellow workers. My division is almost entirely a research department, one in which mature men and women do advanced research work. A student who had been at work in the division for nearly three years, had during this time accumulated a mass of material and from time to time, as he required them, books were brought to him from the general collection. The man was doing a very important and highly scientific piece of work for an out-of-town organization. At the time of the arrival in the division of the new, trained library worker this man's table was covered with books, pamphlets, notes, a typewriter, etc. It was a student's work-table, ready, convenient, everything at hand. A large part of the material consisted of obscure pamphlets of which the student, relying on our appreciation of his work, did not always keep references. The trained assistant looked about. The first thing she espied was this table. An eye-sore, of course. Without asking any questions of any one she took it upon herself to remove our student's working material and return it to the shelves! Through this orderly piece of vandalism a work, now nearly three years in progress, was effectively interfered with. The trained library worker's standard was complied with, but we shall have to change such standards if the library is to exist for anything other than itself.

Libraries need women of the student type, mentally and sympathetically in contact with *live issues* and knowing the meaning and the value of service. The Inez Milholland type is sadly needed among us to vivify the inertia of existing conditions. American women have shown in their suffrage campaigns of recent years a tremendously brilliant organizing power. Inasmuch as library work does offer an undeniably attractive scope to ambitious, intelligent women, and inasmuch as this scope is held in abeyance by lack of initiative in the general plan of library administration, might it not be well for organized women to institute an inquiry into this poorly adjusted field of women's work? Here is something for the A. C. A. to think about.

As an indication of the possibilities lying within the scope of the great public library it may be profitable to compare it with some of the great technico-professional service institutions of the federal government. Suppose we take the largest American public library, viz: the New York Public Library. The expenditures for maintenance of this institution in 1915 were $1,423,730. In that same year the United States government expended for maintenance of the Geological Survey, with its great corps of experi-

enced scientists, investigators, compilers, etc., the sum of $1,405,520. In the same year the government spent for the maintenance of the Weather Bureau the sum of $1,667,270. The Weather Bureau today maintains one hundred and ninety-nine stations furnishing principal reports upon which weather forecasting is based and over four thousand five hundred sub-stations. The daily forecasts are available by telephone to more than five million subscribers and by mail to more than one hundred thousand addresses. Distribution by wireless is made for nine states. The work of the Geological Survey is almost too well known through its publications to make it necessary to refer to it at all here. However, during 1915, the Geological Survey was engaged in its project of mapping the 3,000,000 square miles of the United States. It continued its studies of the underground-water resources of the United States. The areas of these studies at the present time cover half a million square miles of those parts of the United States in which impure water supplies involve the greatest danger. The value of these surveys in conserving public health has already been demonstrated, for it is noted that wherever an adequate supply of deep-well water has been obtained, typhoid fever, amoebic dysentery and malaria have abated. The two thick volumes entitled "Mineral Resources," published annually by the Survey are more than a statistical compilation, they are a record of industrial progress of the year. The division directly responsible for these volumes in 1915 sent out 210,042 pieces of first-class mail matter, comprising chiefly inquiries for material needed for the reports. In all sixty-two persons are engaged in the compilation of these volumes, forty solely and the remainder cooperatively. These are only a few of the many great projects of the Geological Survey. Not one of them but has a direct bearing on the economic life of the country.

The salary roll of 1915 of the corps of scientific assistants and the office of the director of the Geological Survey was $65,240. The total salary roll of the Weather Bureau for the same year was $327,270. The salary roll of the New York Public Library for 1915 was $844,468. It can hardly be said that the two former institutions are less important than the latter. Indeed if the Weather Bureau were to cease functioning for one day the exchanges, lake and river navigation and agriculture would all be affected. Some of the lesser federal services were maintained in 1915 as follows: The Bureau of Fisheries for $863,971, the Foreign and Domestic Commerce Bureau for $446,988 and the Federal

Meat Inspection Bureau for $375,000. The administration of the Navy Department in the same year cost the Government but $867,715.

Why is it that the same amount of money which produces such tremendous results in the Government bureaus (I have barely indicated them) produces such pitifully negligible results when spent for public libraries. Is it because the old idea of a library as a storage-house still obtains? Obtains in spite of the schools, in spite of the modern idea that such institutions exist for service? Is it because the material which goes into the schools is below par? There must be a reason for such flagrant divergence of results.

The course of world events points to sweeping changes in the political and the economic life of nations. We are now undergoing a transition from the belief in old, formal established things existing for themselves to the greater idea that anything worth maintaining must be of use. How will our libraries meet this change? With a large proportion of these institutions still struggling in the coils of arbitrary technique and tentative administration, it is a matter of grave doubt whether as at present conditioned they will be able to respond effectively, let alone efficiently, to the new demand. They are a dead weight on the spirit of progress. Not one of them is thoroughly qualified today for giving the information service required by this new public attitude even in its present incipient development.

And yet there is opportunity—exceptional opportunity—both for individual expression and for service of a high order in library work. But it is not in libraries as such that the movement has begun. Large industrial and financial corporations throughout the country are increasingly supporting their departments of scientific and statistical research. A large part of this new development is library work, viz: the assembling and routing of information in print to the experts of the corporation. The details and importance of this work were aptly described by Mr. Matthew C. Brush, President of the Boston Elevated Railway Co., in an address before the Special Libraries Association, June 25, 1917, on "The So-Called Librarian's Real Duties." Mr. Brush said:

> "It seems most unfortunate that the title of an employee qualified to assist every officer and executive in the performance of his duties should tell so little of the work actually performed . . . .
>
> "The employees of a company must look necessarily to the librarian to provide them with indexes for ready reference,

with books on the subjects they are constantly studying, with magazines and periodicals pertaining to their business, with pamphlets appropriate to the work in hand, and with book reviews that they may become acquainted with the latest books printed, and moreover they should become confident in predicting that all or nearly all of the up-to-date literature they may desire relative to their work can be found in the company library. They should feel that when a question is asked no stone will be left unturned in the search for information as to the latest or best article on the specific subject; that if a negative answer is given they can bank on its being so; that if little reading matter is forthcoming it is because little has been written; and that if the answer is not immediately given it is due to their question not having been indexed as asked, or else it has been hidden away in an obscure article. They should feel confident that once the librarian knows their wants he will continue to find matter on the subject until directed to stop; that if new ideas on an old subject come to hand they will be advised of the same; that where information is desired the inquiry will receive immediate attention; that the librarian is in fact an assistant to them in their work. They should be made to feel that he is glad of the opportunity to be of assistance to them, and not made to feel that information is given as a favor. He should show as much enthusiasm over the inquiry of an office boy as he shows for the perplexing questions of a highly paid expert.

"The staff of a company can unquestionably use a librarian as an assistant on many matters, since he has an opportunity to become fmiliar with the various trade magazines, and periodicals, is able to note and read articles that they have so little time to read, and can systematically call their attention to articles of special note . . .

"The librarian must anticipate the executive's wants regarding literature on subjects akin to the business, and be prepared with fitting references and apt extracts of reviews regarding the many and varied matters liable to develop in the conduct of the business. He must instinctively know what subjects are bound to come up for discussion at some future time and accumulate material to aid the executive in the proper study of the question with the least amount of time. The material should not consist of stacks of books or pamphlets dumped upon his desk to such an extent that the executive

groans at the sight of the job before him, but should consist of specially marked pages or paragraphs in books, reviews, etc., bearing directly on the subject, so that the executive may grasp what has been written with the minimum amount of personal work. In fact, if possible, the extracts should be summarized and the important points in a long article condensed into a sentence or two. . . .

"The opportunity of being of assistance to the executive depends entirely upon the librarian. If he intimately acquaints himself with the work the executive has on hand he can make himself valuable, and really be an assistant on many matters. If he can keep in touch with life outside of his vocation, he may be useful materially to the executive. If he can grasp what is desired without lengthy explanations, he helps save time. In fact, the so-called librarian can build a permanent place for himself in every firm, corporation or company, if he desires to do so; and if he possesses an intimate acquaintance with the various methods of getting information aside from books, periodicals, pamphlets, etc. standing as he should at the elbow of an executive, demonstrating his ability to advise how various matters have been viewed by different minds, and reporting why certain schemes were a success or failure, it would seem as if a more fitting title could be thought of for him than that of librarian."

Now it appeals to reason that not every corporation commands the necessary material from which to cull this information for the experts and executives. Indeed some corporations do not yet support their own library departments, but depend on the public library; and they have a right to do so. So has the public generally. But they are not served adequately. The exceptional resources of our great metropolitan libraries exist but are not available. They will not be available until library executives have a point of view similarly directed with that of corporation executives. If a corporation executive deems the installation of a local information service justifiable, is it not conceivable that the library executive should be willing to put his plant on the same utility basis? Yet, in spite of the enormous sums expended for American public libraries, not one has attempted to do this. These institutions still depend on archaic catalogues and sporadic indexes to supply the needs and just requirements of an alert public, and if this public is alert today, what may we expect of it in five, ten years from now with our economic horizon continually broadening?

Undoubtedly a middleman agency will be developed which will simply rework the library resources to meet the public requirements and sell the new product back to the library and to the public. There is here then (it need not be charted and diagrammed), an opening for developments of peculiar interest to the American college woman of broad outlook and serious purpose. Public libraries are the logical agencies to do this work, but not until the balance of fitness of library personnel is on the side of professional as opposed to technical equipment can they operate as such agencies. A firm stand by college women against libraries as institutions and in favor of libraries as public service plants will do much to help.

NEWNHAM COLLEGE, CAMBRIDGE, ENGLAND

AGNES L. ROGERS

M.A., St. Andrews; Moral Sciences Tripos, Cambridge; Lecturer in Educational Psychology, Teachers College, Columbia

The spirit of the pioneer commands attention and compels interest and a similar alluring and arresting charm clings around pioneering institutions. That spirit was never more intimately experienced than in Newnham College, Cambridge, England, for its founders yet live in the hearts of those now guiding the institution and are in truth the inspiration and soul of the place.

To Bedford College it was given to be the first institution for the higher education of British women. It was opened in 1849. Women were even admitted to degrees by London University as early as 1878. It is true also that Girton College was an earlier foundation, being virtually established in 1869, when Miss Emily Davies rented a house at Hitchin near Cambridge and instruction was given along the lines of the University requirements to the students under her charge by certain resident tutors and university professors. Nevertheless, there was no woman who played so widely influential a part in the education of the women of Great Britain as Anne Jemima Clough, who in 1871 practically started Newnham College, when she undertook the care of five women who wished to attend lectures in Cambridge. These five students soon added to their number and in 1875 Newnham Hall was opened.

Before that date Miss Clough had played a prominent rôle in the general movement for improving the education of girls. She had been president for the year 1873-4 of the North of England

interviews. The outlying districts are generally covered by assigning each salesman certain cities or counties but here in New York the young hopefuls are frequently turned out on the world without a single name. Personality (which someone has defined as good character plus good health), a knowledge of the business, persistence and tact, are the assets which have enabled many young men and a very creditable number of women to surmount the really great difficulties and discouragements of the work.

A good deal of selling is done by letter. Since "the written word remaineth" it is quite important to the house that the writer be accurate and conservative in his statements. Discrimination between the needs of difficult types of customers is necessary to results for here personality is eliminated and the letter triumphs by sheer force of fitness or not at all. Some houses have a painstaking system of following up salesmens' calls by letters and of keeping in constant touch with each man, sending him every night bits of office gossip, records of the days' best sales, market comment and information on new issues.

The trading department buys from and sells to other houses. The work is done over the telephone and at very high speed. It requires not only a knowledge of prices and of the specialties of each different house but tranquil nerves and an unusual amount of endurance. There are some excellent women traders.

The main business of a stock exchange house is to transmit to its representative on the floor of the exchange customers' orders to buy or sell. The banking and delivery departments are well developed but unless investment customers also are sought such a house has no buying or sales department.

The customers' room is the distinctive feature. Here each sale as it occurs on the exchange is reported by the ticker and is frequently copied on black boards and charts, while the news tickers grind out all day long every rumor and fact, political, commercial or financial, that might conceivably send any stock up or down. The customers' man, as he is called, must know quotations, what the present trend of the market is and why, and the price record of the popular issues. Kathleen Taylor who holds such a position renders her customers further service by keeping herself well informed as to earnings, prospects, etc. of a large number of companies.

Now about getting a position. First of all let me say in capital letters DON'T LEARN STENOGRAPHY if you have any ambition to go beyond it. Stenographers, because of the

noise of their machines, are generally kept together in a sort of harem remote from the pulse of the business. Their work is too mechanical to teach them much. They are too busy to study and too well paid to break away into other departments most of which pay less for the first few years.

In finding and filling your first position special training in law, economics, finance and statistics is helpful but not necessary. You do not need higher mathematics. The essentials in finance are the qualities that make for success everywhere—good health, very good health, good breeding, tact, perseverance, self-confidence and the ability to speak and write your mother tongue. Will you find a great wall of prejudice raised up against you? No, just a little fleecy cloud of it lingering here and there. Like American men everywhere bankers are friendly, tolerant, not much prejudiced against women but somewhat afraid that other men are.

If you decide to come down town get someone who knows the district to give you a list of good houses. Apply by letter and in person and apply and apply and apply. Just beat on the gates till they let you in. Then work like the dickens to make good.

There are still so few women in finance that each one stands as typical of her whole sex to a large group of men. It is of the utmost importance that each acquit herself creditably lest she be a stumbling block to those stronger, freer, better women who are to come. We catch the spirit from Havelock Ellis: "We are ourselves the light-bearers. For a brief space it is granted us, if we will, to enlighten the darkness that surrounds our path. As in the ancient torch-race, which seemed to Lucretius to be the symbol of all life, we press forward torch in hand along the course. Soon from behind comes the runner who will outpace us. All our skill lies in giving into his hand the living torch, bright and unflickering, as we ourselves disappear in the darkness."

WHAT IS A LIBRARIAN?

ISABELLA M. COOPER

Librarian, Central Circulation Branch New York Public Library

As a very appreciative and admiring colleague of Miss Hasse's I would state that I do not disagree with her attitude toward what, in the October number of the Journal, she terms the

professional service of the librarian. There is no more important work upon which the college woman can enter and which opens up more interesting and absorbing lines of public service than that described by the Chief of the Economics division who stands pre-eminently well proven to be its champion and indefatigable promoter. May I, however, sound a note of warning before the academic graduate rushes headlong to destruction in the intricate entanglements of seeking to guide without knowing how and finding herself in a no-man's-land abandoned there by merciless antagonists, infuriated at the weakling inefficiency of the untrained worker. She would be in quite as unpopular a position as the assistant who cleared away the student's accumulation of three years' standing in the Economics division. One of the greatest drawbacks to the schools in the matter of producing real librarians is the large proportion of weak material with which they are obliged to struggle because of the gross misunderstanding of what the profession includes in its field and the lack of sufficient inducement in remuneration to make it possible for the well adapted applicant to spend the time and energy struggling toward the standing which may yield a comfortable living.

The position which I wish to maintain in this discussion is that both the part of the work which Miss Hasse designates as professional, and the technical should come under the broad term Library Profession. The doctor of medicine while engaged in research which will give to the world a great blessing and a saving of innumerable lives is no more a professional worker at that time than when cataloguing his sources and tabluating his results so that they shall be available for his own or others' future reference. The librarian who does not know how to use wisdom, in technical detail, and has no vision as to the need of records for reference is worthless as a professional worker, for the reason that when she is absent from her department or goes to another position or dies her wonderful power of aiding others dies with her. If she does not attend to the detail herself she must know exactly what is required and how it should be done by her corps of efficient technical workers who should have in them the inherent possibilities of the research worker. The "careful person with ordinary natural faculties" cannot—and I repeat it—cannot be trained into a cataloguer of any value whatever if she has not a broad basic knowledge of general academic information or a profound special knowledge of an individual subject, and an experience in dealing with the people who use the material which she catalogues. She may not use the typewriter herself. That it is to be hoped may be assigned to a clerical worker; but she must know how to direct her assistants to prepare such work for the final printing. If this ability does not permeate the entire cataloguing force we might all better strive to be Justin Winsors never forgetting anything, than to relegate the material to the impenetrable and useless mass of

card catalogues and indexes in expensive furniture taking up valuable space. Cataloguers should not sit forever in one room and professional or reference workers in another, scarcely ever seeing each other, ofter never coöperating in any way whatever.

There is no need to change the title of "an employee qualified to assist every officer and executive in the performance of his duties" as Mr. Matthew C. Brush thinks necessary. The necessity is for making plain to all people what the title librarian means in all its intricate phases and developing the calling into a profession of recognized standing.

This discussion is not based on theory but on a very strong conviction developed through experience in many phases of library work, including the specialized reference department, four different types of schools either as student or instructor, and circulation routine which in many instances resolves itself into the management of a large office force. This last phase is particularly dependent upon both the so-called technical departments and the reference divisions; and times without number is seriously handicapped and rendered helplessly foolish for lack of adequate coöperation between all departments. Organization, coöperation, interdependence, inter-department commerce should be the watchword, the aim and ambition of all assistants, chiefs and administrators.

The administration is bound and hampered by all sorts of restrictions of contracts and lack of funds; misunderstandings as to the proper functionings of a library withhold the patronage which would enable the institution to unloose its resources and organize its avenues of research for the appreciative members of the community who feel that a great deal is being unfairly withheld from them. It is true that only a very small part of the service which might be rendered is being given but in a great measure it is due to inhibitive traditions, inability to pay for as much excellent service as is needed, and to lack of available trained workers of the valuable type who have also the up-to-the-minute best possible business sense added to their general or specialized knowledge backed by technical skill in methods and tools.

This discussion could go on for pages concerning the personnel of staffs for various types of the work, but that is not its purpose. The sole aim is to show that the separation of the technical and professional is impossible; that the professional is helpless without the technical and that the technical has no use for existing without the professional. Every profession has both phases and no vocation can become a profession until the two are indissolubly fused and made a useful whole.

To college women I would say come, many of you, we need you. We need your ability for trained thinking, we need your spirit of co-working, we need your foundation knowledge, general or special. Come and try yourselves out in the training schools which are gradually developing toward a more special-

ized standard. New York should offer you the greatest laboratory in the world for your clinic work in every possible kind of library, from a deposit station of the great traveling libraries system to the intimate research work of the highly specialized department or library; from the cataloguing of a private collection to the organizing of the intricate records of a great financial business house. Libraries, libraries, libraries all over this huge metropolis; but of very little use if the trained worker with tools and possessed of adequate knowledge is not there.

Lastly just a few figures to show that the New York Public Library is doing its bit to serve a public whose interests are as varied as its nationalities. No one appreciates more keenly than the writer how far from adequate the service is because unfortunately she was born not made one of those professional reference workers and is very often in despair at her inability to do justice to information seekers because of discouraging conditions. At such times one is borne up by realizing the size of the institution, its enormous clientele with its insatiable thrist for endless variety of material, and that some small number must be receiving benefit somewhere. In the Report for 1916 a few of the totals are as follows: the total number of readers served for the year ending Decemebr, 1916, in the Reference Departments of the main building was 842,976, and the total number of volumes consulted 2,321,303. To the majority of those not using the library for serious work this does not mean much more than passing books over a counter. To the trained worker it means hours upon hours of searching for exactly the material required, and being greatly delayed in reaching it if the technical aids are not in the best of order and have not been intelligently and thoroughly prepared.

The total number of volumes given out by the branch libraries for "home use" for the year ending December, 1916, was 10,128,682. Again to the unitiated this means no more than taking a book from a shelf and handing it over a desk. But the trained worker knows that a great deal of manual labor, clerical work and technical skill has been employed to make that volume available; and that a very great deal more absolutely accurate recording work must be gone through with to keep track of that book in its safe conduct from the library and back again. Moreover the branch library which does not couple with this business office routine keen, quick, intelligent, adequate information service, professional reference service, is lost.

Figures mean very little. If the college woman will investigate through seeking professional training she will find an interesting and absorbing field where she may exercise her technical, business and research bents to the limit of her professional ability.

STATES RELATIONS SERVICE

CAROLINE HUNT

Scientific Assistant Dept. of Agriculture.

On May 8, 1914, at a time of great popular excitement over threatened international difficulties, Congress passed a bill of great importance in its bearing on rural life, and particularly on rural home conditions. The passage of this measure, which had been fathered in the House by Congressman Lever of South Carolina and in the Senate by Senator Smith of Georgia, and which was therefore known as the Smith-Lever bill made available large sums of money for extension teaching in agriculture and home economics in the various states. The payment of this money by the Federal Government in sums which were to increase in amount yearly up to the stipulated maximum was conditioned in the case of every state upon the appropriation of a corresponding sum by the state itself. It was stipulated also in the bill that the instruction be not so much by means of the printed page or formal lecture as by direct personal contact and practical demonstrations in the farm communities of efficient methods in agriculture and home making.

Because of the peculiar circumstances under which the bill was passed, its full significance and importance were realized only by the few who had been specially instrumental in advocating it. As time went on, however, it became apparent that it represented an important step in the slow progress which we, as a people, are making toward industrial democracy; toward a condition of society in which all will work to produce the great sum total of wealth from which all must necessarily draw the materials with which to clothe, to feed, and to house ourselves, and from which we must obtain the means of education, amusement, recreation, entertainment and aesthetic satisfaction; a state of society in which every worker will be considered worthy of his share of the product and in which work of every kind, providing it is socially valuable and really productive, will be preceded by adequate educational preparation; a state of society in which no individual and no group of individuals will be especially dependent upon the good-will of any other individual or group of individuals for the rewards of labor.

This measure followed logically upon that other important step toward industrial democracy which led to the establishment of colleges of agriculture and home economics in the various states. It simply extended the work of these institutions by carrying the bene-

[The following letters were omitted from the December Journal owing to lack of space.]

To the Editor of the Journal of the Association of Collegiate Alumnae:—

May I call your attention to Miss Hasse's article in the October number of your Journal, entitled, "Women in Libraries," which conveys an entirely erroneous idea of library school graduates, and of library work as a whole, to the readers of this magazine?

In the opening paragraph, Miss Hasse says, "My convictions do not happen to coincide with those of the majority of my colleagues,"—which is very true, and I will not argue this point with her.

Next, the writer states, "The graduates of the library schools of today, I maintain, stop learning when they leave school. I am speaking of the average, of course. To attend lectures, even to pass an examination does not necessarily imply the possession of a learning mind. But a learning mind is what every library worker should have." Such remarks only further tend to make our profession quite misunderstood, and certainly there is already plenty of misunderstanding of it on the part of the layman. These remarks are not fair to librarians in general. To say that the average librarian stops learning when she leaves library school, is perfectly preposterous. There are exceptions, of course, and these Miss Hasse must be thinking of, but I heartily disagree with her when she says the average. For most modern librarians realize that unless they are constantly learning, their libraries will not be giving the right kind of service, neither will they be taking their rightful places in the community. And from a purely selfish standpoint, in a profession that is constantly being added to by clever, capable library school graduates (and others who are not) most librarians realize that unless they are on the alert to learn, unless they have constantly the open mind, they will very quickly be superseded.

Miss Hasse lauds the Government reports and seems to think that Uncle Sam gets every cent's worth of his money invested there, and that the taxpayers of the public library do not. She states that the administration of the Navy Department in the year 1915 cost the government but $867,715 while the salary roll of the New York Public Library for 1915 was $844,458. "Why is it," she asks, "that the same amount of money which produces such tremendous

results in the Government Bureaus produces such pitifully neglible results when spent for public libraries?" Now I venture to assert that the work accomplished by the New York Public Library in 1915, while it did not compare in quality with the work of the Navy Department, more than held its own in quantity.

Quoting from the article again, "The inspirational reaction is almost entirely absent. With one or two exceptions, I do not remember any unusual work being done by library school graduates. But it is difficult to see how an occupation sought by the great majority of those engaged in it as a refuge rather than as a career, could be other than the grave it is." Miss Hasse is evidently not familiar with library work and workers in the Middle West (and I do not feel that I am getting personal when I speak of the Middle West, for I have been here but a short time) where there are many very much alert library school graduates that have been for several years making their libraries a real and vital force in their communities. Moreover, they are doing unusual work, and the inspirational reaction is not by any means, absent.

The library schools of the day should not be criticized for not preparing specialists instead of general public library workers. They do not claim to do this; the making of specialists is an after development, and probably some day in the future a graduate school for the training of specialists will be established.

In the meantime I hold a brief for the library school graduate of today,—that the average *are* of a learning mind, constantly on the alert, and constantly progressing and making their work and their libraries of real and effective service to the people.

Almira R. Wilcox,
Librarian Carnegie-Stout Free Public Library,
Dubuque, Iowa.

Editor of the Journal:

Miss Hasse's articles always stimulate me immensely although they come at too infrequent intervals, but this week I have had the pleasure of reading two with only a three-day interval—one in the Library Journal for October and the other in the Journal of the Association of Collegiate Alumnae. These articles have struck strong chords of response in me and my enthusiasm cannot longer be repressed. I want to thank Miss Hasse for expressing with such vigor and clarity what I have

been passionately but dumbly feeling for many months. I agree thoroughly with the stand taken by this brave capable woman on a question of such importance and urgency to our libraries.

I am a librarian in the federal department of Agriculture and am filled with a deep appreciation of the possibilities of the work and an abounding joy in its performance in so far as my ability goes. If the attitude of one's mind is right one cannot do reference work and not grow and so long as one is growing one is living fully. Every reference question is really a quest after the unknown; it is pioneer work in a sense full of the best sort of compensation.

I thank Miss Hasse from the depths of my heart and mind for those articles.

Mary G. Lacy.

To the Editor:

I have read Miss Hasse's article in the October number of the Journal and am rejoiced to find that she is condemning the wooden library system prevailing so commonly. It has been some years since I was in a public library and my reason for this has been a realization of the inability of the libraries to adapt themselves to public methods.

Frederic Burk, State Normal School, San Francisco.

From the Paris Headquarters of the Red Cross has come a request for well-pumps. When the Germans retreated from certain districts they left the wells filled with rubbish and in many cases they destroyed the pumps. Those families who have gone back to their devastated homes to try to restore them dare not drink from the wells until they know they are safe. After a well has been cleaned and purified the people flock to it for miles around to get the pure water. The gift of pumps will it is said be a real contribution to the work of reconstruction.

Ann Arbor Branch, Ann Arbor, Mich.—The chief interest of the Ann Arbor branch of the Association centers around the work it has undertaken in connection with the university union in Europe. At the last meeing a most interesting letter from Prof. Charles Vibbert, Michigan's representative in Paris, was read. Prof. Vibbert told of the change of location of the Paris headquarters to the Royal Palace Hotel, Place du Theatre, a much more central point than the Hotel de Jena, which was first chosen. The eighty bedrooms are already filled and rooms have had to be secured for the overflow. Prof. Vibbert said that his headquarters would be named in honor of our branch of Collegiate Alumnae.

The Ann Arbor Branch was pleased to have as its guest at an informal supper on November 23d, Dean Lois K. Matthews National President of the Association.

Dr. Mary Thompson Stevens of Detroit who has been chosen to succeed Mrs. George H. Noyes as vice president of the N. E. Central Section, is a graduate of the academic department of the University of Michigan of the class of '85 and of the Homeopathic Medical College of the class of '88. Besides being a most competent homemaker Dr. Stevens has carried on a successful practice and has given much of her time and executive ability to suffrage and reform movements.

Boston Branch, Boston, Mass.—When the Boston Branch had its last meeting in the spring, a committee was appointed the chairman of which was Mrs. Percy G. Bolster, to organize homes or clubhouses near camp sites and home ports. The committee was at work all summer, and now in the fall has two projects to report. The first is the establishment of a club-house in Provincetown, where are stationed several coast patrol boats and other naval craft, whose men are in the harbor about 400 at a time, in shifts of perhaps two weeks. A furnished house has been hired, the summer home of an artist, where opportunities for reading, letter-writing, music, and games will be offered and suppers will be served at a reasonable rate, and where two college graduates will be in residence. Invitations will be sent "to all men in uniform" who are stationed at Provincetown.

The second plan of the committee on war work is the providing of chaperons for the Camp Devens club-house in Ayer, which is to be opened in December. The committee was invited to undertake this work by the Camp Devens Recreation Committee. An appropriation of $50 was made for the committee by the Branch and gifts or pledges of money and offers of service are now asked for from the individual members.

In response to a suggestion in one of the Association's war

Gaylord Bros.
Makers
Syracuse, N Y.
PAT. JAN. 21, 1908

UNIVERSITY OF ILLINOIS-URBANA
3 0112 077494141